

The First 90 Seconds (Leader's Opener)

You are the person running this. Before you walk in, decide:

WHAT SHOULD THEY FEEL BY MINUTE TWO?

Safe

Clear about direction

In good hands

Pick one, build toward it.

YOUR OPENING LINE

Not your CV, your intent: "Here's what I care about getting right with this team."

YOUR PACE

Slower than feels natural; authority is steadiness, not volume.

ONE THING YOU WILL ASK THEM

Because leaders who ask early get told the truth longer.

THE THING YOU WILL NOT DO

Rush past the silence after you speak.

Compare this to your first-ever introduction here. The difference is practice, not luck.